



JSEC LINC

December 2003
Merry
Christmas!!

Sidney Job Service Workforce Center ~ 211 N. Central
Office 433-1204 Fax 433-7453

Doing More with LESS!

We all seem to be trying to apply this philosophy with the current market situation? *Here are some great examples of the Sidney community businesses applying this PHILOSOPHY*

- **Richland County Office of Public Assistance** has created a statewide customer service computer system which will allow workers to share case loads and work cases statewide.
- **Reynolds** has streamlined their ad signs and price tags by implementing a in-house print shop, and effectively started doing more with less, rather than waiting for tags to arrive.
- **Elk River Printing** Installed an offset printer which gave them the ability to print in full color and recently received a large format printer giving them the flexibility to print fine art to business banners, with out expanding staff.
- **Sidney Sugars** foresees more automation in the factory in the future, which could lead to more acres in the valley.

**WE SHOULD ALWAYS BE LOOKING FOR WAYS TO GROW OUR BUSINESSES
AND NOT STAGNATE!!!**

HOW CAN YOU DO MORE WITH LESS?

PROFESSIONAL POSTERS

All-In-One Employment
Posters are available at
NO COST!

We can mail, hand
deliver, or you can stop
by our office.

Please call 433-1204
or stop by 211 N.
Central



JSEC Members

- Joan Brenner, Office of Public Assistance
- Leslie Messer, Richland Co. Economic
- Sharon Nelson, Sidney Sugars
- Henry Johnson, County Commissioner
- Sharon Rau, Chamber of Commerce
- Rita Steinbeisser, Community Relations
- Barb Craig, Sidney Job Service

Turnover hurts the company's bottom line

Retaining key employees is more important than ever. The average cost of turnover is 25 percent of an employee's annual salary (line 1) plus the cost of benefits (line 2). Typical benefits amount to about 30 percent of wages. The total cost per employee (line 3) is the total of line 1 and line 2.

Example:

1. Annual wage: $\$35,000 \times .25 = \$8,750$
2. Annual wage: $\$35,000 \times .30 = \$10,500 \times .25 = \$2,625$
3. Total turnover cost per employee: $\$8,750 + \$2,625 = \$11,375$

Use your calculations to support employee-retention efforts.

(The HR Specialist, October 2003)



Gateway to Opportunity

Do you want to grow your business?? This is a great opportunity to learn, network and see new and old ways to grow!! Come to Glendive for the Gateway to Opportunity, January 6 and 7, 2004 (the NEW year).

Area organizers will again offer the gateway to Opportunity Regional Economic Development Forum. This forum, open to all interested area residents aims to provide information for those individuals who have a business idea, operate a business, and for people who have plans to expand their business. The forum will include a wide range of informational sessions dealing with various aspects of economic development, from value added agriculture to developing business skills. It is designed for people living in MONDAK. Its sessions will explore ideas for development of communities and businesses.

This session is located in Glendive, specifically so the locals can attend and do not have to drive 500 miles to get this GREAT information. Last year 275 people attended.

The forum will offer regional people the chance to explore one or more of six target topics. Value added agriculture/ alternate crops, alternate energy development, business skills and management, information tech/e-commerce, recreation and tourism, inventions, ideas and new products. Organizers have broken each of the major discussion topics into a several hour break out sessions. Attendees have the opportunity to choose the sessions as needed.

Look for a round table discussions on dealing with and marketing for the upcoming Lewis and Clark experience.

The organizers feel the BEST speakers are coming for these sessions and this can be a great opportunity for the local area residents to get involved, network, create more jobs and help the MONDAK area become a better place.

There is a \$10 admission fee for each day.

Have questions? Please contact the Mike Carlson at 433-5024.

Thank you for viewing the Sidney JSEC letter for this quarter. If you have any suggestions for how we might better this letter, please contact:
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